



Pioneers in People Management

Helping companies to grow with a tailored management program

OSM-Open Source Management is an international business consultancy company specialised in helping companies to grow with competitive people management methods, developing human resource potentials.

Have you noticed that **human capital**, and by this we mean your employees and coworkers, represents the most complex, risky and unstable “economic variable” you can have in a company? And yet somehow it is also the one variable that **makes a real difference** for your business?

Have you ever wondered if **exists some way to manage people and the company** that guarantees **concrete results** and makes the human capital variable less complex, less risky and less volatile?

Open Source Management has developed a **unique and exclusive Business Administration Method**, which **guarantees concrete results** in the form of **expansion for every company** that adopts and follows it.



Analysing and working together with the best organisations and managers in the world we strongly believe that people are the most important asset in today's business world.

After more than 27 years of experience in this field, **we developed and “designed” the only scientific procedure** to help CEOs and managers who are looking to unlock the company productivity through the most important and complex asset, people.

By analysing the business situation together with the owner and using our cutting-edge analysis tools, we are able to verify the business needs to structure a tailored growth plan.

More than 80% of our clients have a growth in their monthly turnover because we use a little theoretical and **very practical approach**

With these years of field experience, studying, updating and continuously improving our materials and tools, OSM has selected and refined an **Intervention Method** aimed, by cooperating with the CEO and managers, at obtaining a **statistical and measurable increase** among specific variables.

The main **areas of intervention** that the **OSM Method** focuses on are:

- Productivity of the individual and the group;
- Recruitment;
- Marketing and sales;
- Financial management
- Business opportunities created and processed.

And that's not all. Even the *well-being, involvement, and interest* of employees and coworkers is an additional result obtained by applying the **OSM Method**. These days, we know that *this is actually the real result*. This is what leads to an improvement in the above listed variables.

OSM makes available, and shares with business owners and managers, a **revolutionary, counter-intuitive, and fascinating Method**; overthrowing and re-establishing the most common and widespread information on leadership, personnel management, recruitment, effective delegation, managerial growth, and employee productivity.

TANGIBLE RESULTS OF A SCIENTIFIC METHOD

In the past years, over **20,000 companies** have come in contact with our group. **Many thousands** continue to successfully apply the **OSM Method** in their companies who end up spreading the corporate identity and culture in their industries. For them it wasn't

just a method, it becomes a true **management style and way of doing business**.

When a CEO or business owner contacts a HR service or a consulting company, they often end up contracting a local company that, though made of willing and capable people, often lacks international expertise and capabilities. Very often their services tend to be theoretical, based on whatever the latest trends are in management or based on the experience of a single business owner who decided to open his own company after already being a manager in a similar company.



These consulting companies lack the depth and experience that a company like OSM has built up, having started small and now grown to become an international corporation.

From all the Middle East to Europe, from the United States to Asia every day our managers and consultants confront similar challenges to the ones experienced by all fast growing companies in the world.

We teach our clients exactly what we ourselves have already applied in our company to become one of the modern success stories of our industry. That is the secret of our success: we have already successfully done what we are teaching you.

Today there are many consultants, head hunters and HR services around the world. There are many aptitude tests, recruitment tests, and other tests being used in many different companies.

Though they can be beneficial, **these services RARELY have an impact on the way a company operates and manages its people.**

Unlikely everyone else our approach is revolutionary because it doesn't only consists of several testing, coaching and training activities but it actively involves the top members of the company, the business owner and/or general manager.

In short, our services really and truly create CHANGE AND IMPROVEMENT IN THE COMPANY!

STEPS TOWARDS SUCCESS

STEP 1:

FULL ANALYSIS OF THE PEOPLE OF THE COMPANY

During this step everyone (or at least the most important positions) in the company takes the **I-Profile Analysis**.

The I-Profile Analysis is a tool that has been subjected to **over thirty years of research and development** used on personnel and support for companies. Today it is used by companies **all over the world**.

Thanks to this tool we measure the ten traits which determine the productivity of an individual, and we are able to provide an **effective guidance** on how to **maximise** the performance of each person.

It delivers a tremendous value to any organisation which cannot be matched by any other assessment tool on the market today.

I-Profile Analysis can be used in three different contexts:

1) Managers and business owners: Discover how to maximise your management and leadership skills. Finding out what are your strengths and the areas for improvement, will allow you to get what you really want the most with much less effort.

2) Recruitment and selection of the right employees: Discover, with an objective rating tool, motivated people able to fit perfectly into the dynamics of a company, producing tangible value. Find the best talent on the market.

3) People management: Find out how to get the most out of your current employees by motivating them and organising production processes in the best possible way. It does not only evaluate productivity in the short term, but allows a long-term prediction of the value assured by each resource present in the company.



Using the I-Profile Analysis, we are able to:

- Schedule **customised** training and coaching activities that will improve the company like leadership trainings for managers, organisational trainings, etc.
- We show the business owner or CEO their own analysis profile and coach them intensively on their own areas of improvement. Very often, difficulties with personnel within a business can be traced back to the top of the company: to the owner who has to change certain characteristics of their own and/or improve their people management style.

Results obtained through this first step:

a) The company sees improvement in productivity because the owner now is aware of the real potential of their people and acts accordingly.

b) People are re-motivated and start to improve themselves. Climate within the company improves.

Note: you can also start this phase by testing the most important

people of the company, the CEO, the managers, and any people within a specific department the customer wants to improve the most. Then the service can be extended to other people.

After having helped a company or a business owner with the steps above, normally the company will be turned around and very productive. The business owner will have delegated many of their tasks and will be concentrated on driving more expansion or even on enjoying life while the company is managed effectively by somebody else.

They may, however, still request the services of OSM to organise sales meetings, for additional follow up trainings and recruitments, and even simply to check on how people are doing from time to time.

They may also occasionally need additional services beyond our usual scope of improvement courses, such as Financial Management, Marketing services, or Internationalisation services.

All the above services are sold based on a project that is built specifically for that customer and the prices vary based on the effort and investment required by OSM.

By following this procedure you will have a path of safe and predictable success for your company.

We have been doing it for many years, we know how to do it and together we can start a productive and profitable cooperation!